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Approved For Release 2003/02/27 : CIA-RDP81B00879R001000060115-2

(S-1-227)

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MEMORANDUM FROM: Director of Central Intelligence

1 OCT 1968

SUBJECT : OXCART Pilots - Compensation and Other Benefits

1. This memorandum contains in paragraph five below a recommendation for the approval of the Director of Central Intelligence.
2. The OXCART vehicle regime will impose extremely exacting requirements on its pilots. Not only is the associated flight risk high, but the pilot must possess sufficient engineering background and advanced single-engine jet experience to cope with the sophisticated technical problems which will confront him. The needed qualities are almost exclusively found among regular commissioned officers of the USAF, or USN.<sup>r/USN</sup>
3. The proposal contained herein is designed to provide:
  - A. Inequitable recognition for the risks involved; and
  - B. Sufficient inducement to offset the fact that the Air Force careerists selected will be required to resign from and deflect their USAF career for a yet undetermined period of time.
4. The essential elements of the OXCART pilot proposal are:
  - A. Adequate monetary reward;
  - B. Adequate arrangements for surviving dependents; and
  - C. Guaranteed future status with the USAF at no loss of rank with contemporaries upon satisfactory completion of Agency employment assuming that there is no overriding political or security reason why such reinstatement should not take place.<sup>r/USN</sup>

A comparison between the compensation and benefits recommended for the OXCART pilots, those afforded USAF<sup>r/USAF</sup> pilots, and the compensation of a rated Captain in the USAF is set forth in the attachment. It will be noted that an operational flight bonus is not presently contemplated.

5. It is recommended that the Director of Central Intelligence approve the following arrangements for the OXCART pilots:

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A. Salary - [redacted]B. Benefits - To be afforded at no cost to the individual as follows:1. Basic coverage - [redacted]2. Operational coverage - [redacted]C. Other Benefits - those that are usually afforded Contract employees  
of the Agency.

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*Richard M. Russell  
Colonel, USAF  
Acting Chief, DPD-IR/P*

**COMBINE**

(Signed) Richard M. Russell, Jr.

12 OCT 1961

**RICHARD M. RUSSELL, Jr.**  
Deputy Director (Plans)

Date

It is not clear whether commercial or normal government insurance  
will be available for item 50.2, but we are advised that DPD has  
budgeted funds to underwrite this obligation if necessary.

**LAWRENCE R. BISHOP**  
General Counsel

*19 Oct 1961*

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*b1*  
**EDWARD C. WILSON**  
Director of Personnel

19 Oct 1961

Date

*b1*  
**L. E. WOOD**  
Deputy Director (Support)

25 Oct 1961

Date

Recommendation in Paragraph 3 APPROVED:

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*b1*  
**Director of Central Intelligence**

27 Oct 1961

Date

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Chart - Compensation and Benefits  
Peru/1961 [redacted] b

11 October 1961

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